

Senate File 459

S-3086

1 Amend Senate File 459 as follows:

2 1. By striking everything after the enacting clause and
3 inserting:

4 <Section 1. NEW SECTION. 724.4D Limitation on employers —
5 firearms and ammunition.

6 1. For purposes of this section, "employee" means the same
7 as defined in section 91A.2, subsection 3. "Employee" also
8 includes a contract employee or a volunteer.

9 2. An employer shall not prohibit an employee from carrying,
10 transporting, or possessing a firearm or ammunition, if the
11 firearm and ammunition are out of sight and inside the locked
12 motor vehicle of the employee on the real property comprising
13 the employee's place of employment, and if the carrying,
14 transportation, or possession of the firearm or ammunition is
15 otherwise lawful under the laws of this state.

16 3. An employer, owner, or lawful possessor of the property
17 on which the employer is located shall be immune from any
18 claim, cause of action, or lawsuit brought by any person
19 seeking damages that are alleged, directly or indirectly, as a
20 result of any firearm or ammunition brought onto the property
21 of the employer, owner, or lawful possessor by an employee
22 pursuant to this section.

23 4. An employer shall not be subject to liability under
24 chapter 85 if the employer has prohibited the carrying,
25 transportation, or possession of a firearm or ammunition on
26 the employer's property in conformance with this section and
27 an employee is subsequently injured due to that employee's
28 carrying, transportation, or possession of a firearm or
29 ammunition on the employer's property in violation of the
30 employer's firearm prohibition. Any such claim shall be paid
31 by the injured employee's private insurance policy.

32 5. An employee who is terminated due to a violation of an
33 employer's policy that prohibits the carrying, transportation,
34 or possession of a firearm or ammunition on the employer's
35 property in conformance with this section shall not be eligible

1 to receive unemployment compensation.

2 6. An employer may prohibit an employee from carrying,
3 transporting, or possessing a firearm or ammunition in a
4 vehicle owned or leased by the employer or otherwise under the
5 employer's control or possession.

6 7. This section does not apply to the extent that it
7 violates federal or other state law or the terms of a contract
8 with a federal entity.>

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